

Summary Memo to the File

On February 15, 2013, [REDACTED], a [REDACTED] student, visited the Equal Opportunity requesting assistance. She did not want to file a complaint. She explained that she felt she should get credit, by way of co-authorship, for work she had done on a project, under the direction of [REDACTED]. She said she had worked with another student [REDACTED] on this project and had been trying to reach her for some months about wanting co-authorship, but [REDACTED] wasn't answering her emails. She finally did hear from [REDACTED] who told her that she [REDACTED] would not be a co-author on the article.

[REDACTED] believes that this is not fair. She said that [REDACTED] had asked her at one time, to have sex with him and that maybe this was the reason she was not being listed as a co-author. She said she worked on the project in 2011, but did not work on it over the summer of 2011. She indicated [REDACTED] had asked her to dinner. She said she made up excuses and then just stopped replying because she did not want to go out with him again (had gone to dinner with him before). [REDACTED] said he texted her over the last winter break (2011-2012 acad yr) and asked how it was being a [REDACTED] major (she had changed her major) and asked if he could take her out again, and then asked her for sex and said it would be with "no strings attached." This occurred after she had stopped working for him.

The next day [REDACTED] apologized if he had made her uncomfortable. [REDACTED] says [REDACTED] never promised her name would be on the article, but she feels she did so much work on the project and that it should be.

Dr. Guenter-Schlesinger informed the Dean, [REDACTED] and the Department Chair, [REDACTED] about [REDACTED] request for assistance on this. [REDACTED] said she would talk with [REDACTED] and with [REDACTED] and get back to me. She indicated that if [REDACTED] claim that [REDACTED] asked her for sex were true, that she would advise him about university policies regarding relationships with students [REDACTED] was not a student of [REDACTED] at the time).

Dr. Guenter-Schlesinger met with [REDACTED] on February 27, 2013. During this meeting he indicated that he did not want to have a romantic relationship with [REDACTED]. He explained that this occurred during a difficult "part of [his] life." [REDACTED] did say that he apologized the next day to her and said he was sorry if he offended her.

Regarding [REDACTED] work on her project, he said she did help. He indicated that it was [REDACTED]' project, though, that he was no longer involved, and that [REDACTED] was helping with it and did a good job. At one point [REDACTED] said she was interested in [REDACTED], and said he sent her to another professor in [REDACTED]. He indicated he was happy for her because [REDACTED] wasn't doing well in [REDACTED]. He said [REDACTED] had indicated the project ended in summer of 2011 and she never heard from [REDACTED] again. It's [REDACTED]'s project and it would be up to her if there is a co-author.

Dr. Guenter-Schlesinger discussed with [REDACTED] the university's sexual harassment prevention; the recent Sections of the Faculty Code of Ethics on prohibiting consensual relationships with students, and other relevant EO policies and wanted to make sure he understood them. He confirmed that he did, acknowledging that he had made a mistake.

On March 21, Dr. Guenter-Schlesinger met with [REDACTED] who had indicated she had met with [REDACTED] and also reiterated the university's policies regarding sexual harassment prevention and talked with him about appropriate behavior going forward. She also discussed with [REDACTED], [REDACTED] request to be a co-author on the article. She indicated that he said this was really up to [REDACTED] since he was not involved with the project at this point.

[REDACTED] said she had met with [REDACTED] who indicated that [REDACTED] had helped her with some spreadsheets that [REDACTED] didn't know how to do, but that she did not do substantial work on this project. Further, [REDACTED] said that [REDACTED] stated that [REDACTED] did no literature research or writing of the manuscript. In meeting notes made by [REDACTED] (see attached), she indicates: "the common standard for co-authorship are making significant contributions to two or three parts of the research project... [REDACTED] only made contributions to one of these."

In addition to meeting with [REDACTED] spoke with [REDACTED] and reviewed some of the work. [REDACTED] discussed the situation as well with Dean [REDACTED] and concluded that it would not be appropriate for [REDACTED] to be a co-author.

Dr. Guenter-Schlesinger closed out with [REDACTED] indicating to her that because [REDACTED] was offended by [REDACTED] advance to her (although she was not at the time his student), and therefore did not feel comfortable discussing her request for co-authorship with him or with [REDACTED] that [REDACTED] might find a way to recognize those contributions that [REDACTED] did make to the project (e.g., a letter). [REDACTED] and Dr. Guenter-Schlesinger closed out with [REDACTED] and followed-up with her about this; however, [REDACTED] was preparing to leave for graduate school and said this was not going helpful to her.